

Correctional Officers

Topics Covered

- P Roles and Responsibilities of Correctional Officers
- P Selected Statistics Concerning Correctional Officers
- P Salary Concerns of Correctional Officers
- P Safety Concerns of Correctional Officers

Roles and Responsibilities of Correctional Officers

Primary Responsibilities of Correctional Officers

- P Maintain order and security in the correctional facility
- P Prevent escapes.

Knowledge and Abilities Needed to Be a Correctional Officer

- P Know appropriate DOC rules and regulations
- P Effectively supervise offenders
- P Basic understanding of psychology, sociology, alcoholism, drug addiction, and criminology
- P Self defense
- P Operate cell-house or dormitory controls
- P Report preparation

Other Tasks Correctional Officers Perform:

- P patrol assigned areas
- P maintain counts of inmates
- P supervise inmates in work detail
- P keep records
- P report rule violations and
- P report movement and progress of inmates.

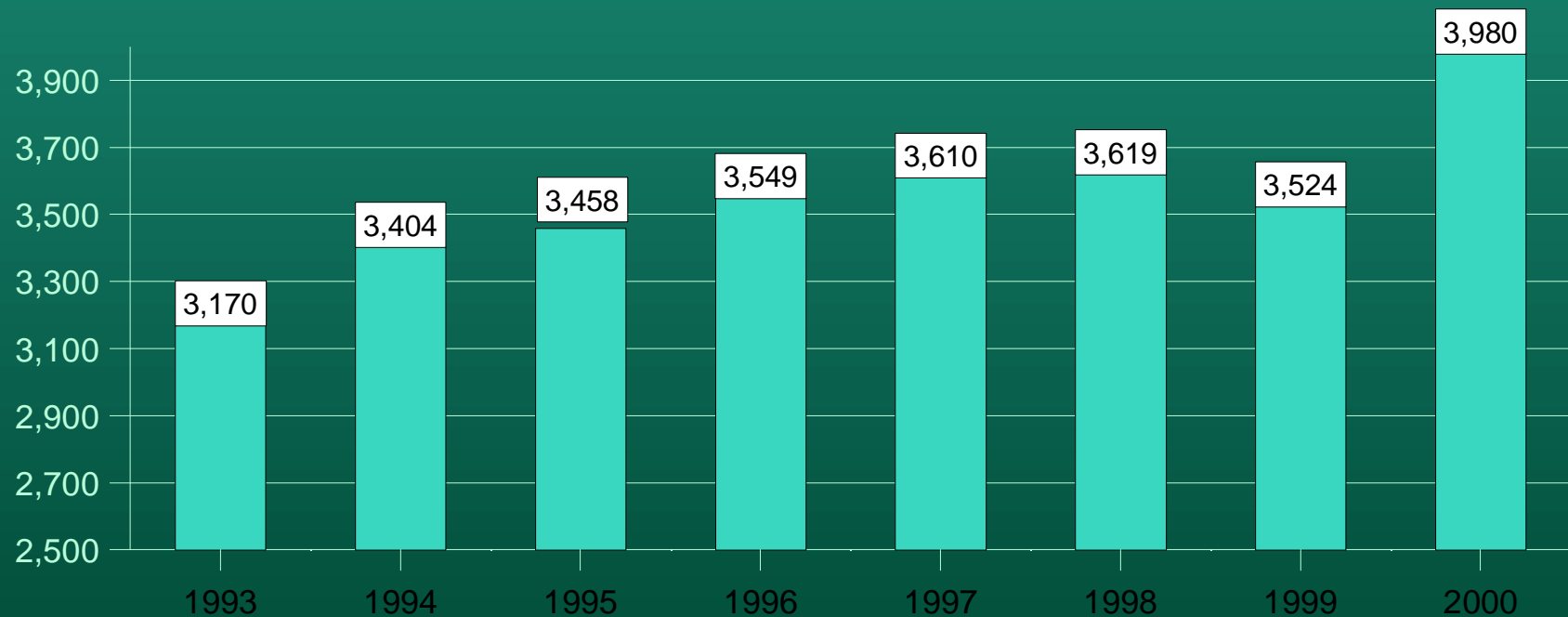
Selected Statistics Concerning Correctional Officers

Number of Filled Correctional Officer Positions:

P Filled positions for each January between 1993 and 1999 and July, 2000.

P Reasons for increase include:

- ▶ new facilities at Miami Correctional Facility, North Central Juvenile Correctional Facility and Pendleton Juvenile Facility
- ▶ added officers at Putnamville, Rockville, and Wabash Valley.

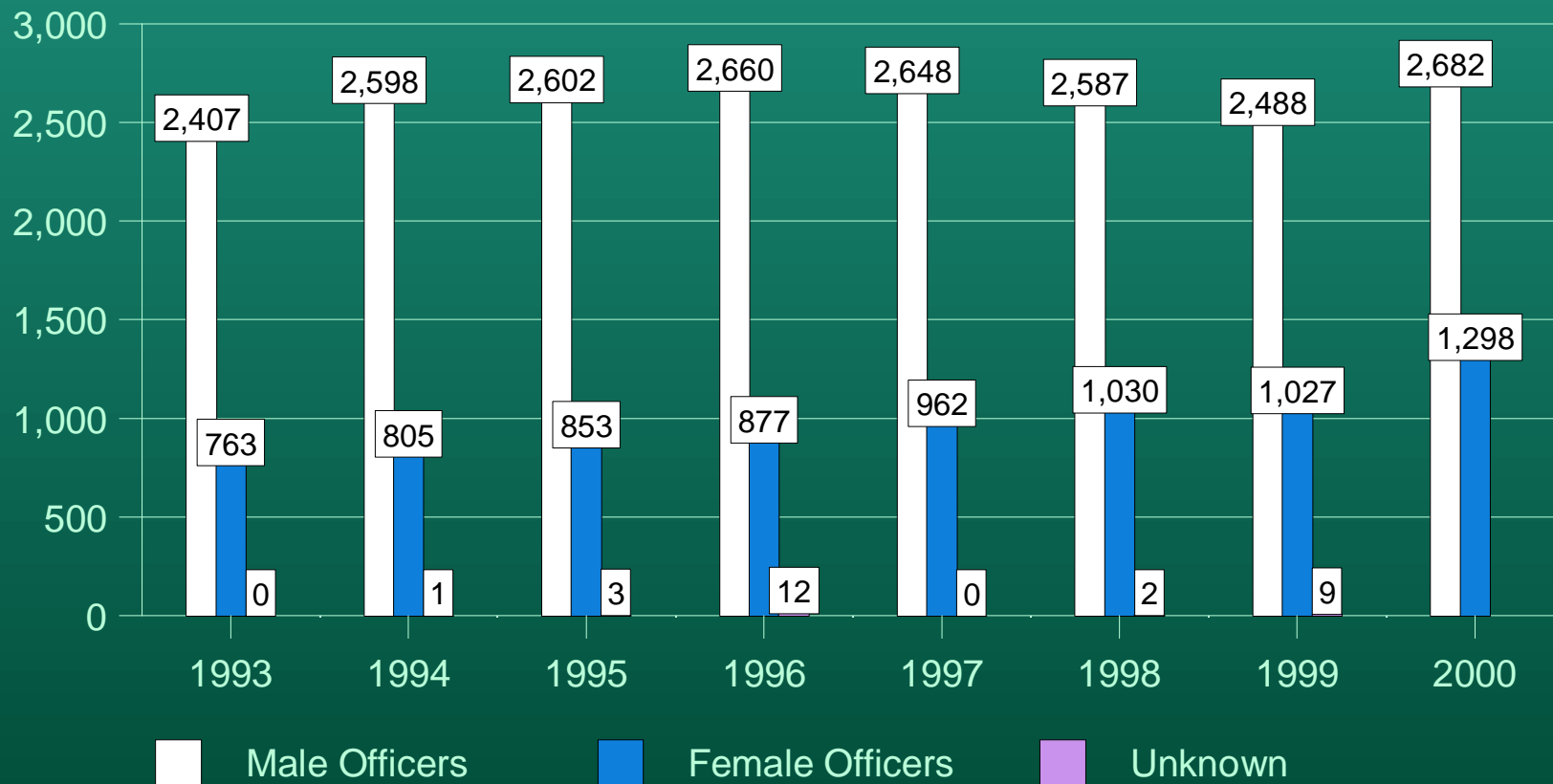


Gender of Correctional Officers

Between 1993 and 2000

P Male officers increased by 11%.

P Female officers increased by 70%

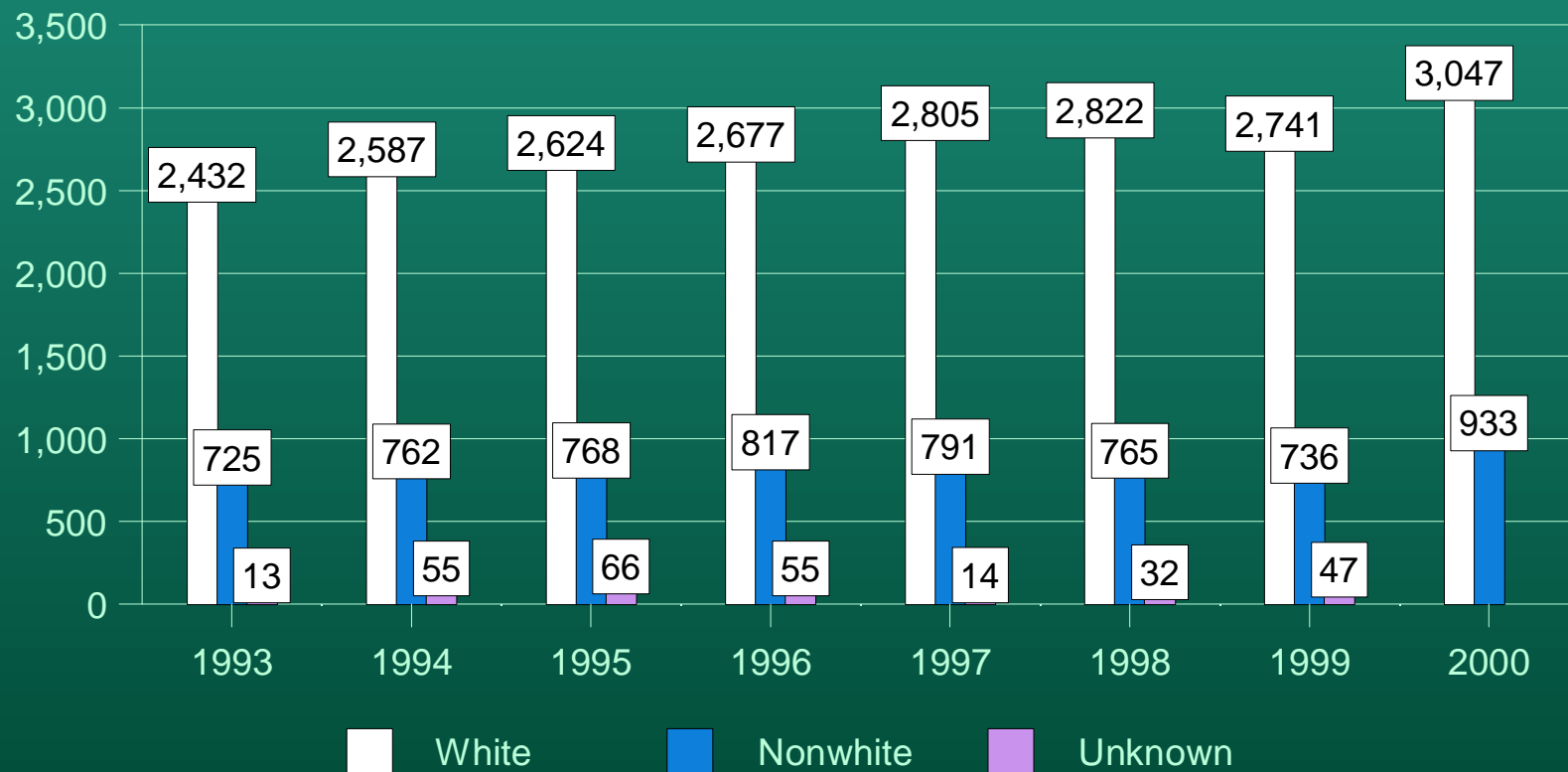


Race and Ethnicity of the Correctional Officer Staff

Between 1993 and 2000:

White officers increased by 25%.

Minority officers increased by 28%.



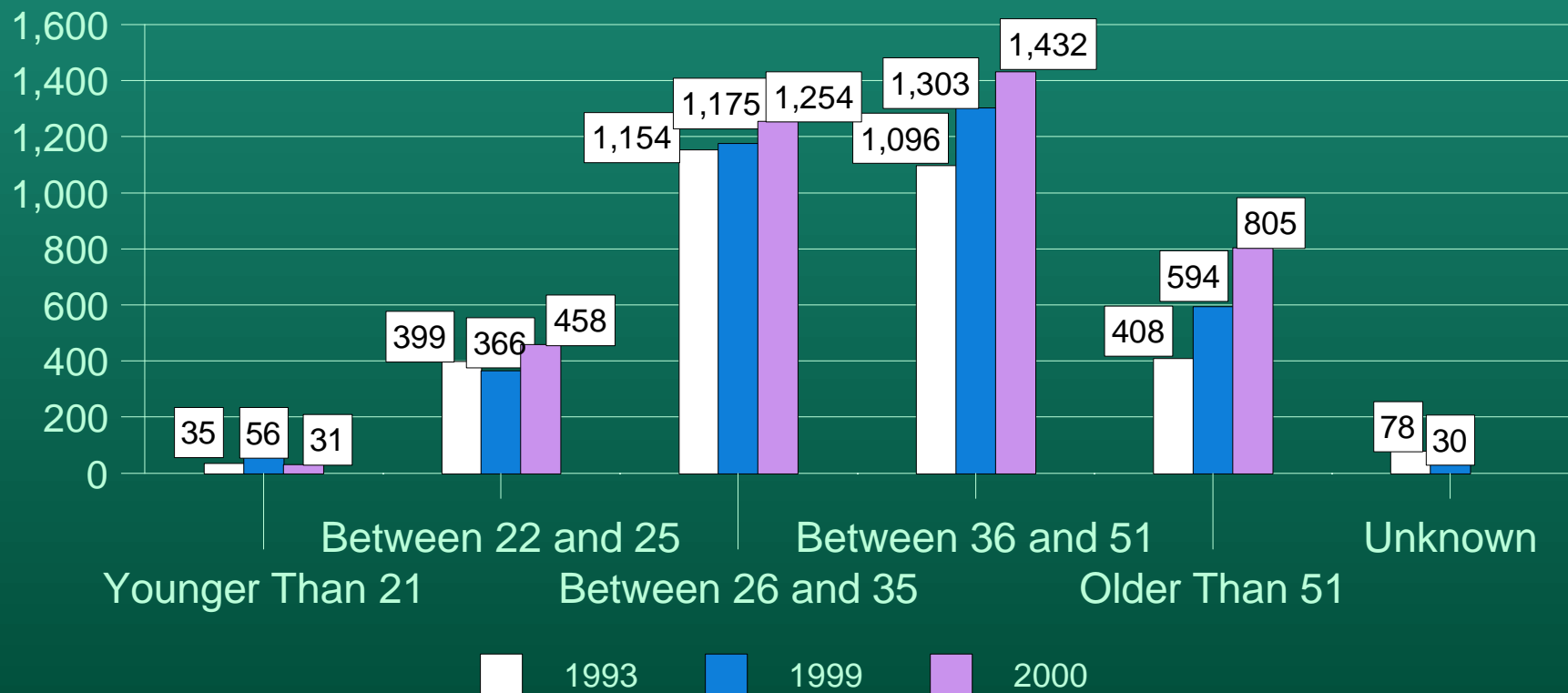
Age of Correctional Officers

Between 1993 and 2000:

P officers younger than 26 decreased by 11%

P officers from 36-51 years of age increased by 30%

P officers older than 51 increased by more than 97%.



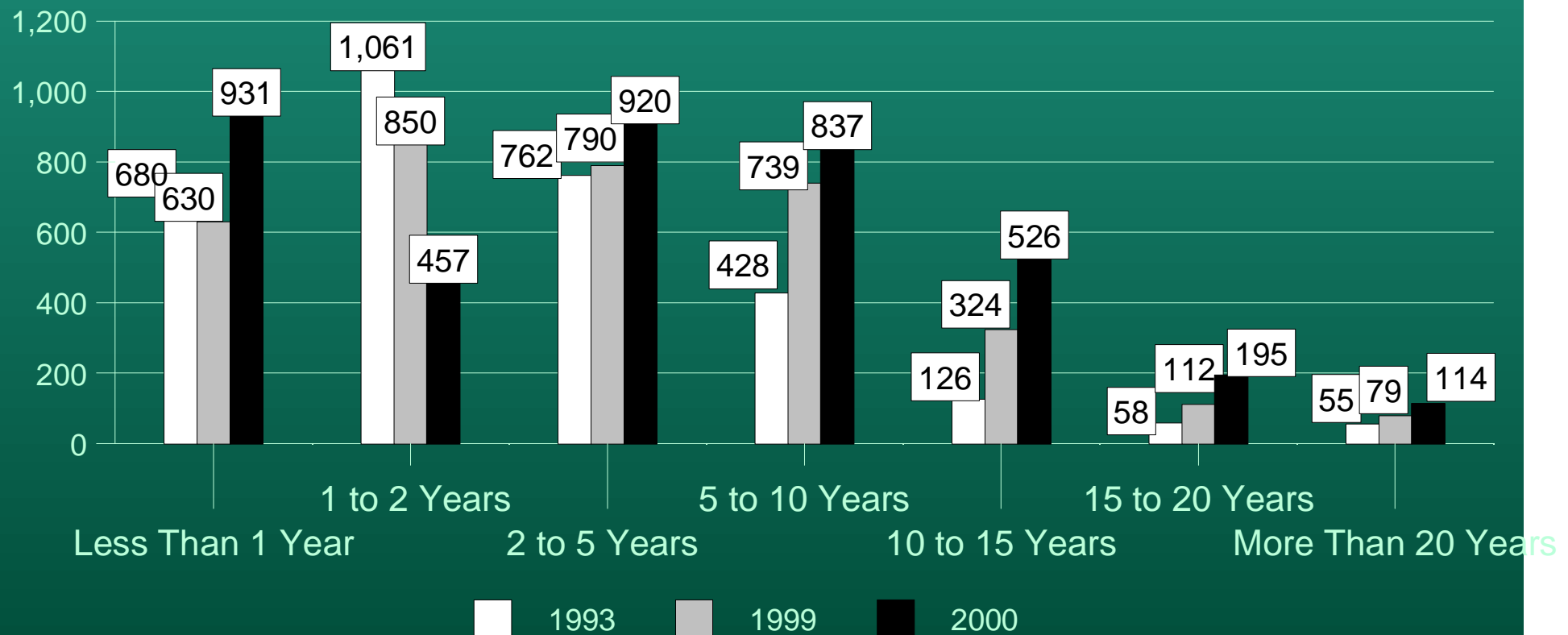
Length of Service

Between 1993 and 2000:

P Officers employed for less than one year increased by 37%.

P Officers with 1 and 2 years of service declined by 57%.

P All other length of service categories increased.



Why More Correctional Officers With Less than 1 Year Experience?

P New correctional facilities are on line at:

- ▶ Miami Correctional Facility
- ▶ North Central Juvenile Correctional Facility
- ▶ Pendleton Juvenile Facility

P Existing facilities with increases of 15 officers or more with less than 1 year experience:

- ▶ Indianapolis Juvenile Correctional Facility
- ▶ Pendleton Correctional Facility
- ▶ Putnamville Correctional Facility
- ▶ Reception Diagnostic Center
- ▶ Westville Correctional Facility

Salaries of Correctional Officers

This section examines

- P** Current salary levels of correctional officers.
- P** Salaries compared to other states and jurisdictions in 1998
- P** Earning power of correctional officers salaries in 1990 and 2000.

Salaries of Custody Staff: FY 2000.

P For correctional officers:

- ▶ The minimum salary is \$20,956
- ▶ the maximum salary is \$32,890

P For sergeants:

- ▶ The minimum salary is \$21,632
- ▶ the maximum salary is \$33,462

P For lieutenants:

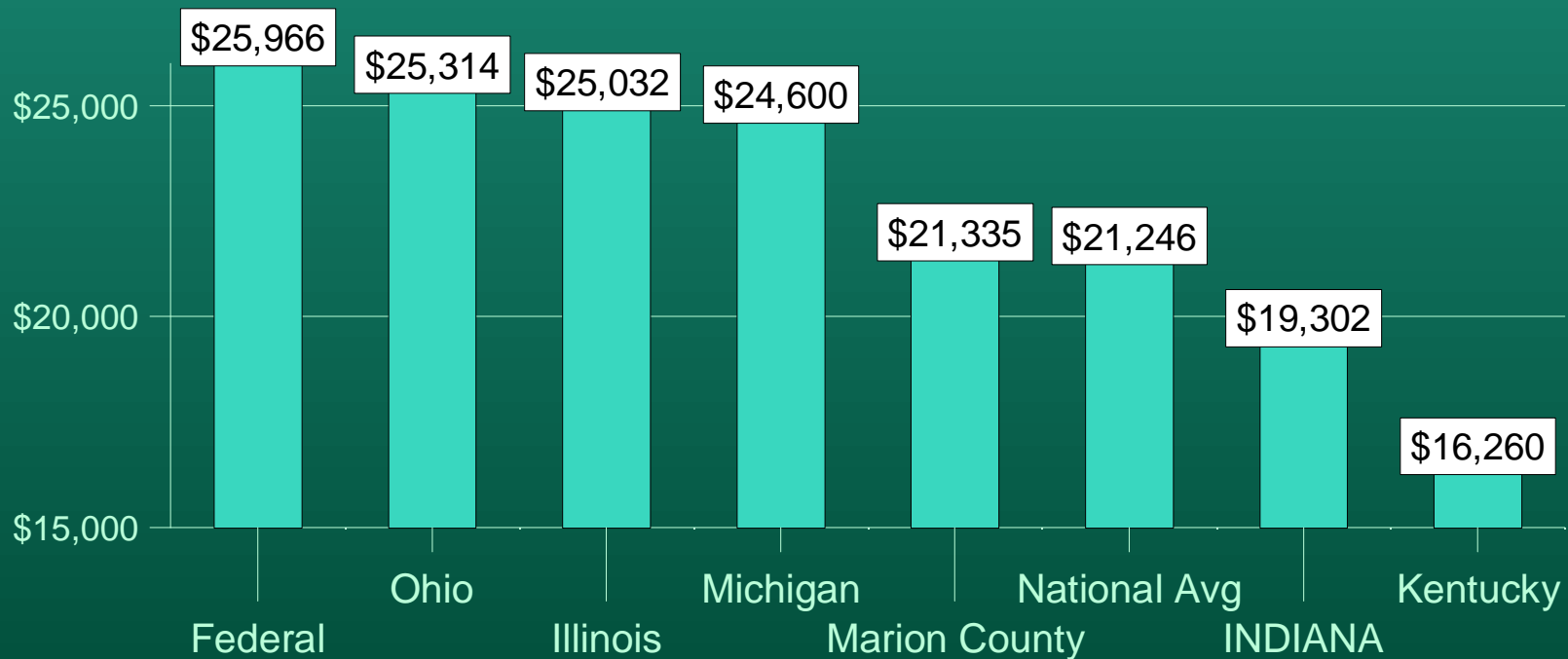
- ▶ The minimum salary is \$24,648
- ▶ the maximum salary is \$36,582

P For captains

- ▶ The maximum salary is \$26,208
- ▶ the maximum salary is \$38,532

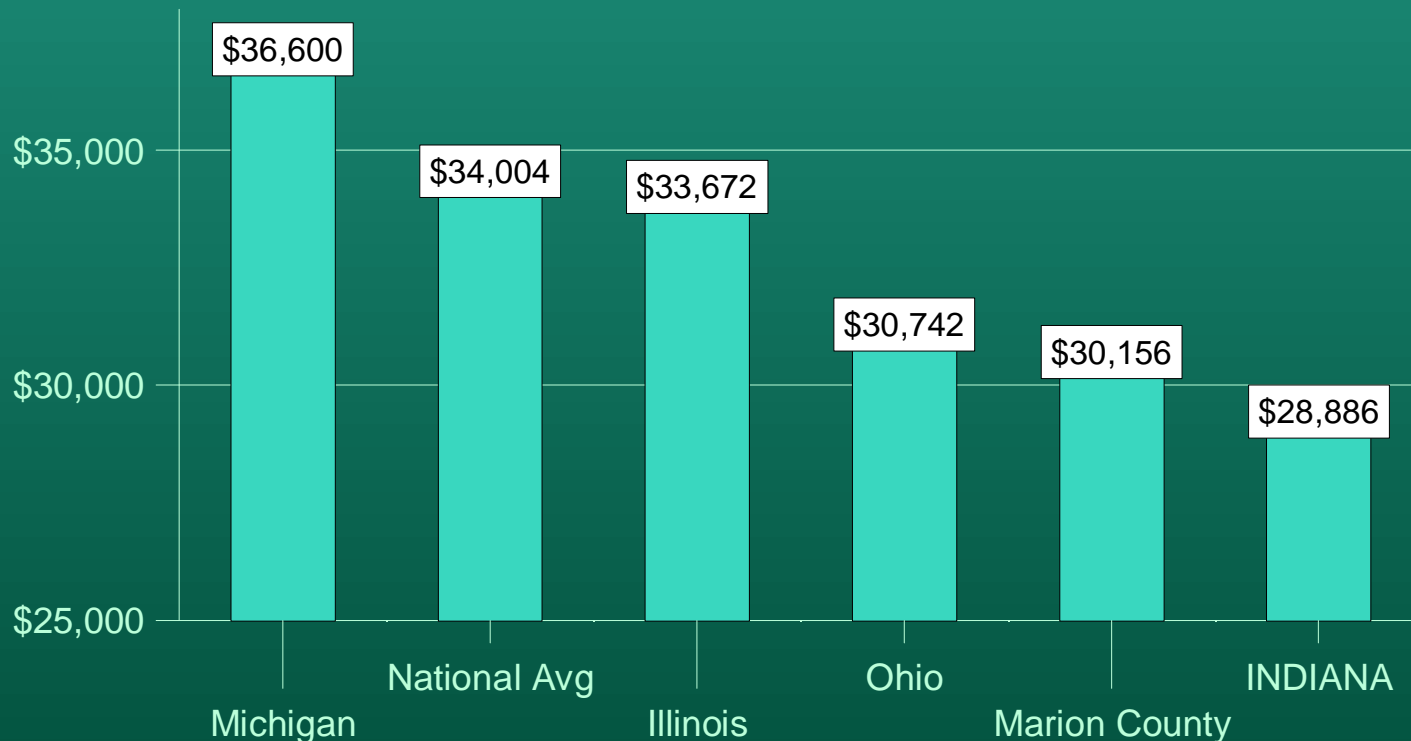
Comparing Minimum Salaries with Other States and Jurisdictions

- P Starting salaries for correctional officers reported for 1998
- P Includes neighboring states, federal prisons, Marion County jails, and the national average.
- P Except for Kentucky, Indiana's starting salaries were lower than any other jurisdiction.



Comparing Maximum salaries with Other States and Jurisdictions

P The maximum salaries for Indiana's correctional officers was lowest for all jurisdictions that were in the comparison group.



Earning Power of Correctional Officers' Salaries

- P Chart shows what salary levels should be in 2000 to have the same earning power as in 1990.
- P Estimates based on consumer price index.
- P Earning power has declined by about 30%.



Safety Concerns of Correctional Officers

This section on safety concerns examines:

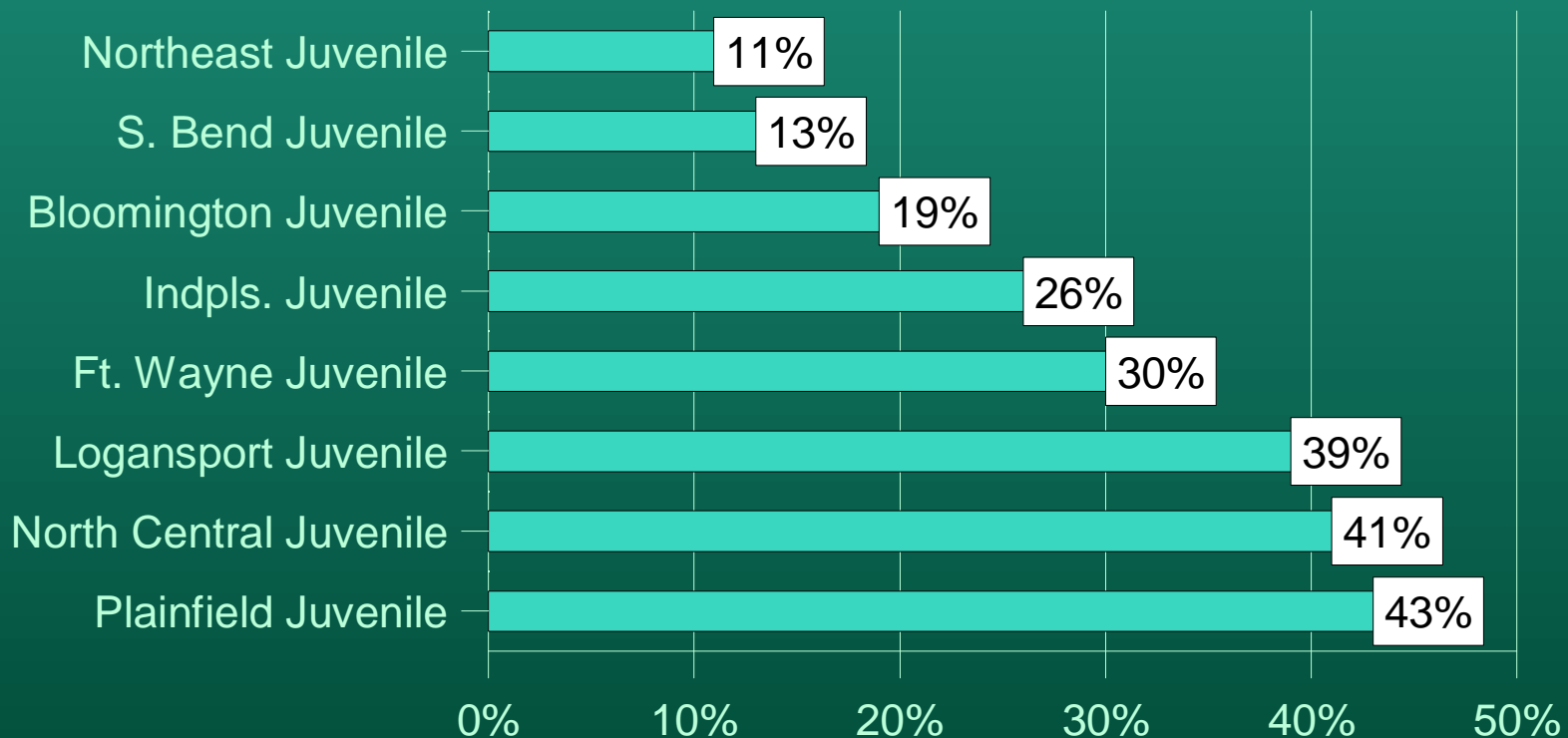
- P Resignation rates
- P Vacancy rates
- P Overtime issues
- P Worker compensation claims
- P Assaults by offenders
- P Deaths of correctional officers

Resignation Rates and Training Costs

- P High resignation rates and high turnover rates increase training costs.
- P DOC estimates training 1,000 employees per year for pre-service training
- P At a cost of \$4,000 each, this amounts to \$4 million annually.

Resignation Rates of Youth Service Officers by Facility: CY 1998.

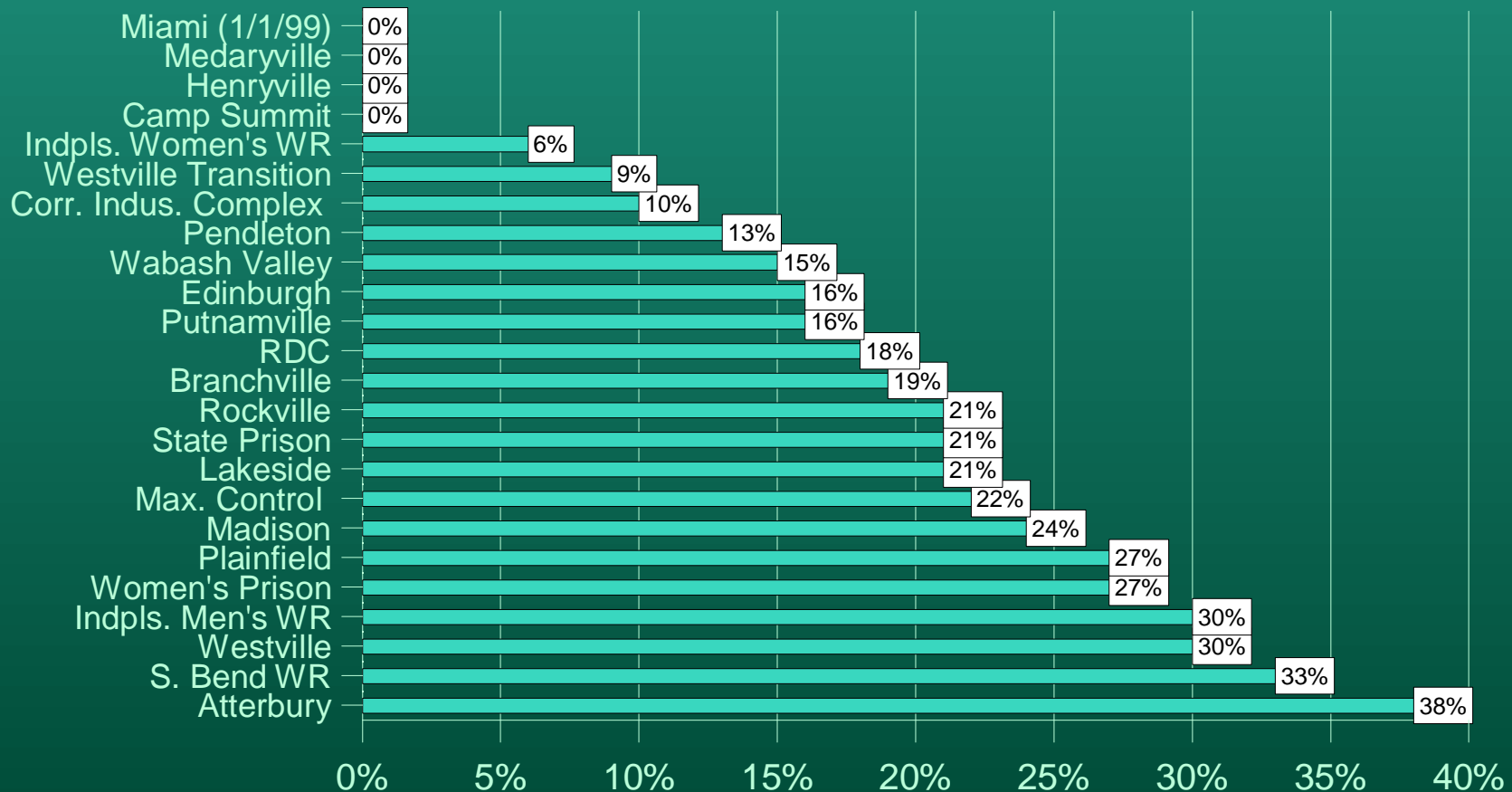
P Resignation rate varied from a low of 11% to a high of 43%



Resignation Rates of Correctional Officers by Adult Facility: CY 1998.

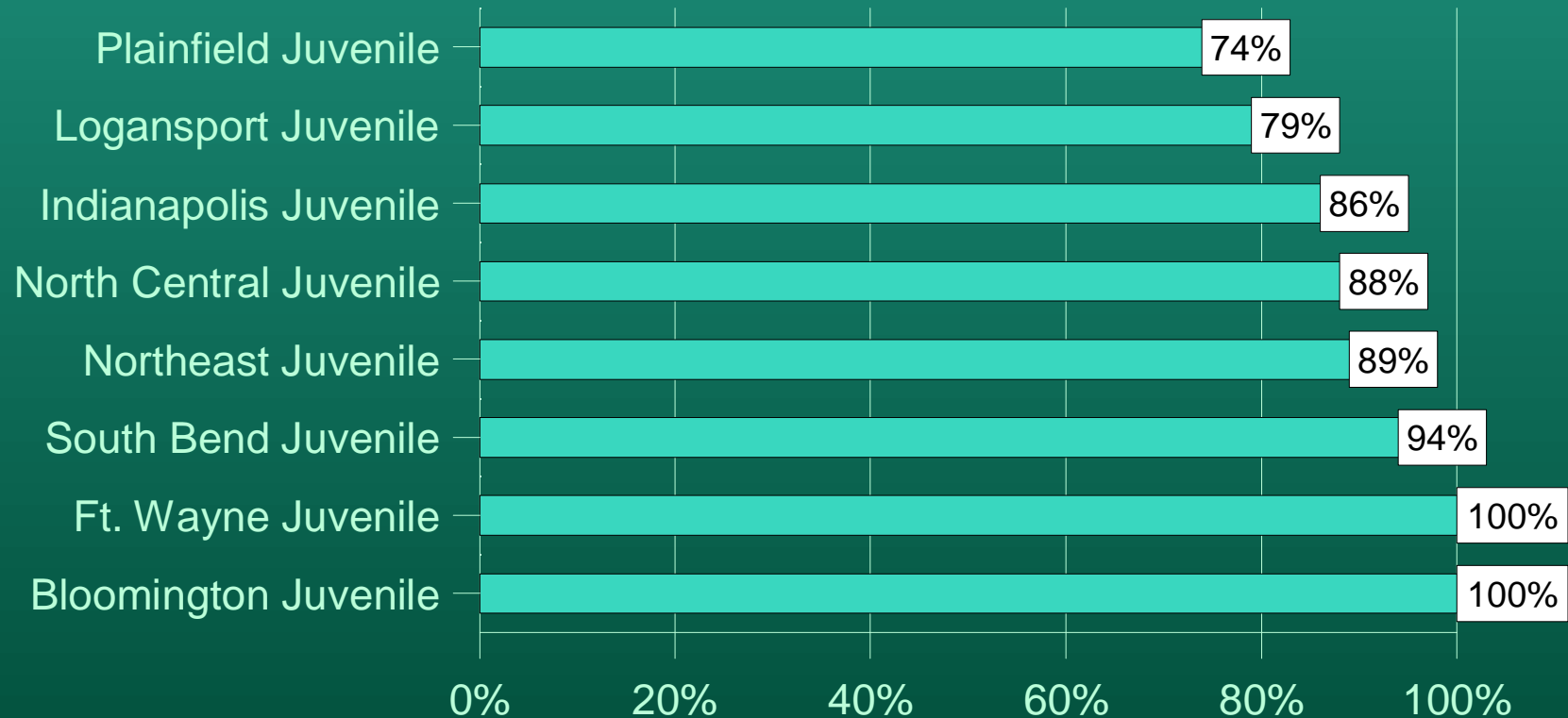
P Facilities with high resignation rates need to keep training new correctional officers.

P Six of these facilities had resignation rates of 25% or more.



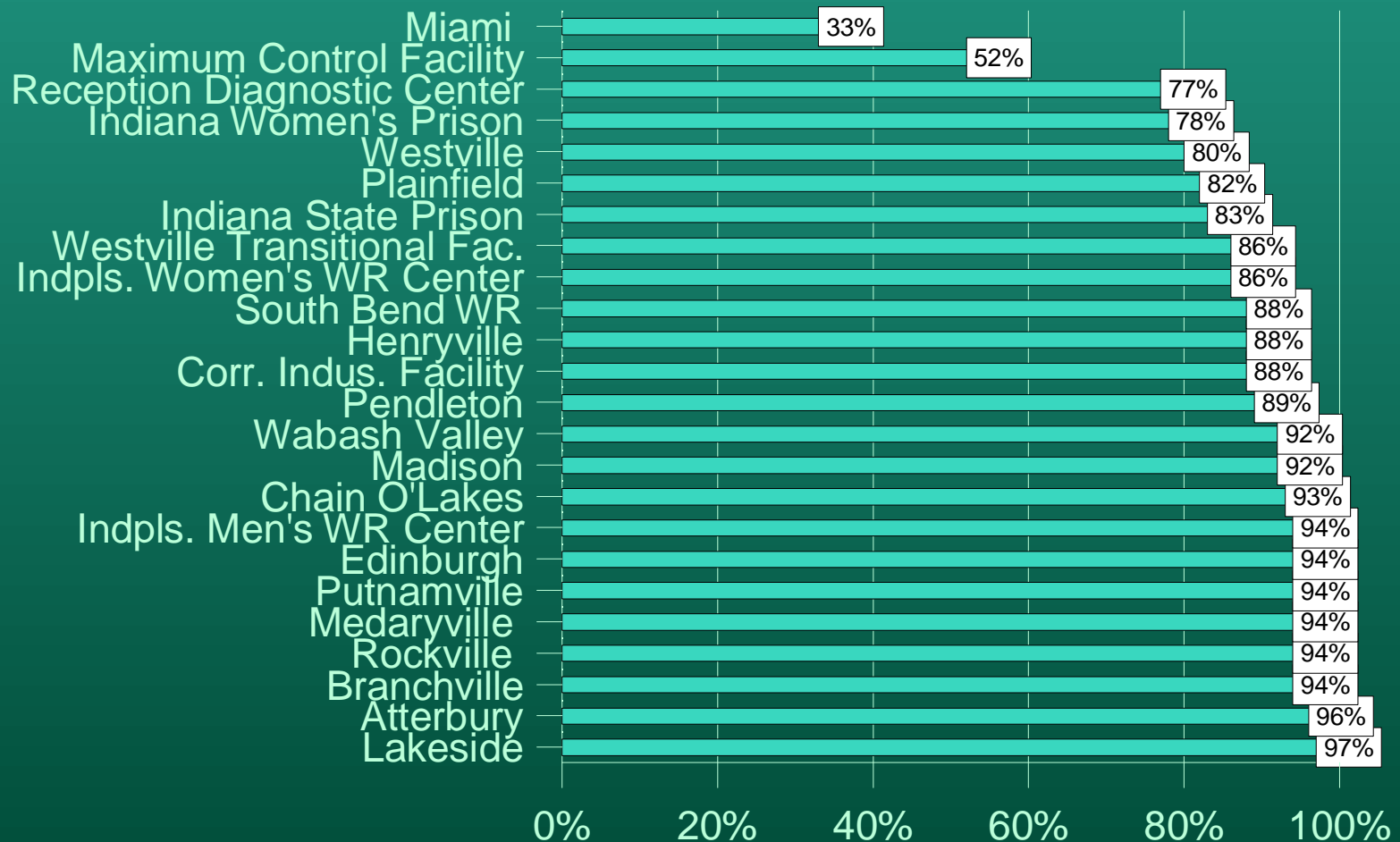
Percentage of Authorized Youth Service Officer Positions Filled by Juvenile Facility: January 1999.

P The percentage of filled positions ranged from 74% to 100%.



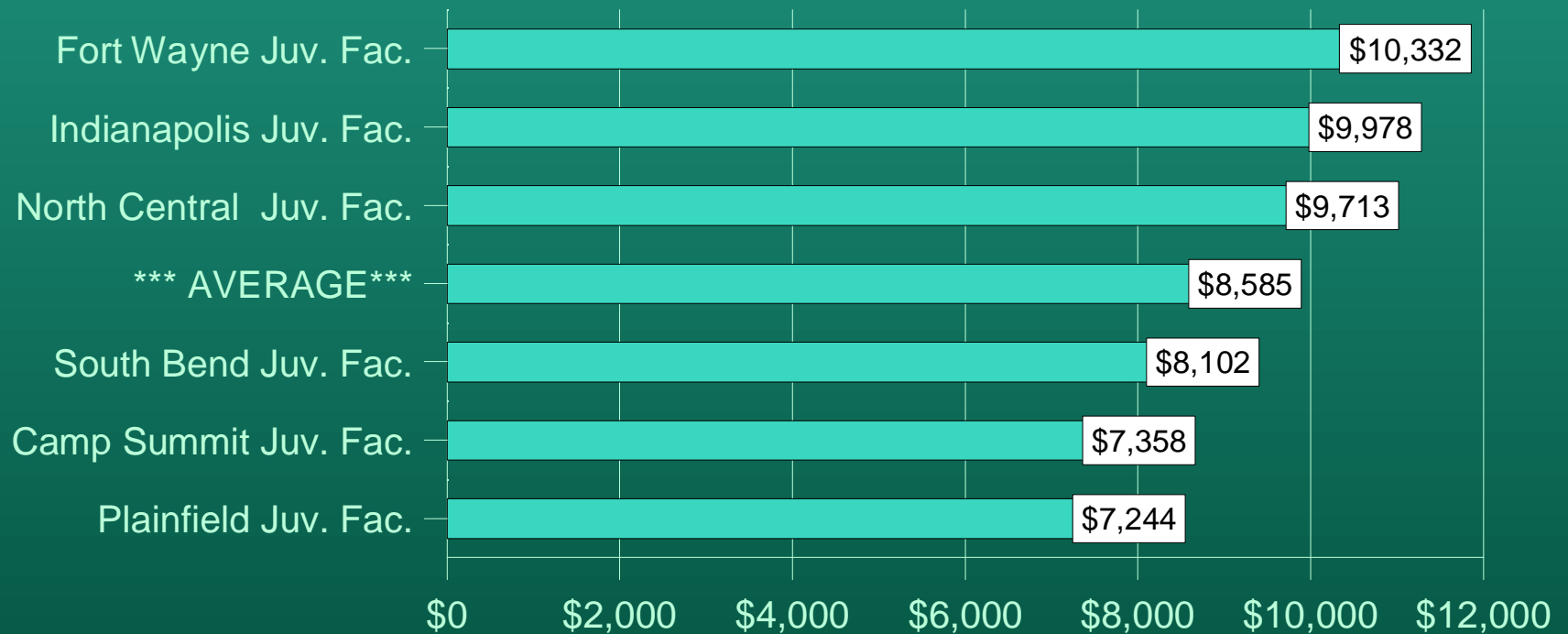
Percent of Authorized Correctional Officer Positions Filled by Adult Facility: January 1999.

P The percentage of filled positions ranges from a low of 33% to a high of 97%.



Overtime Expenditures Per Youth Service Officer by Facility

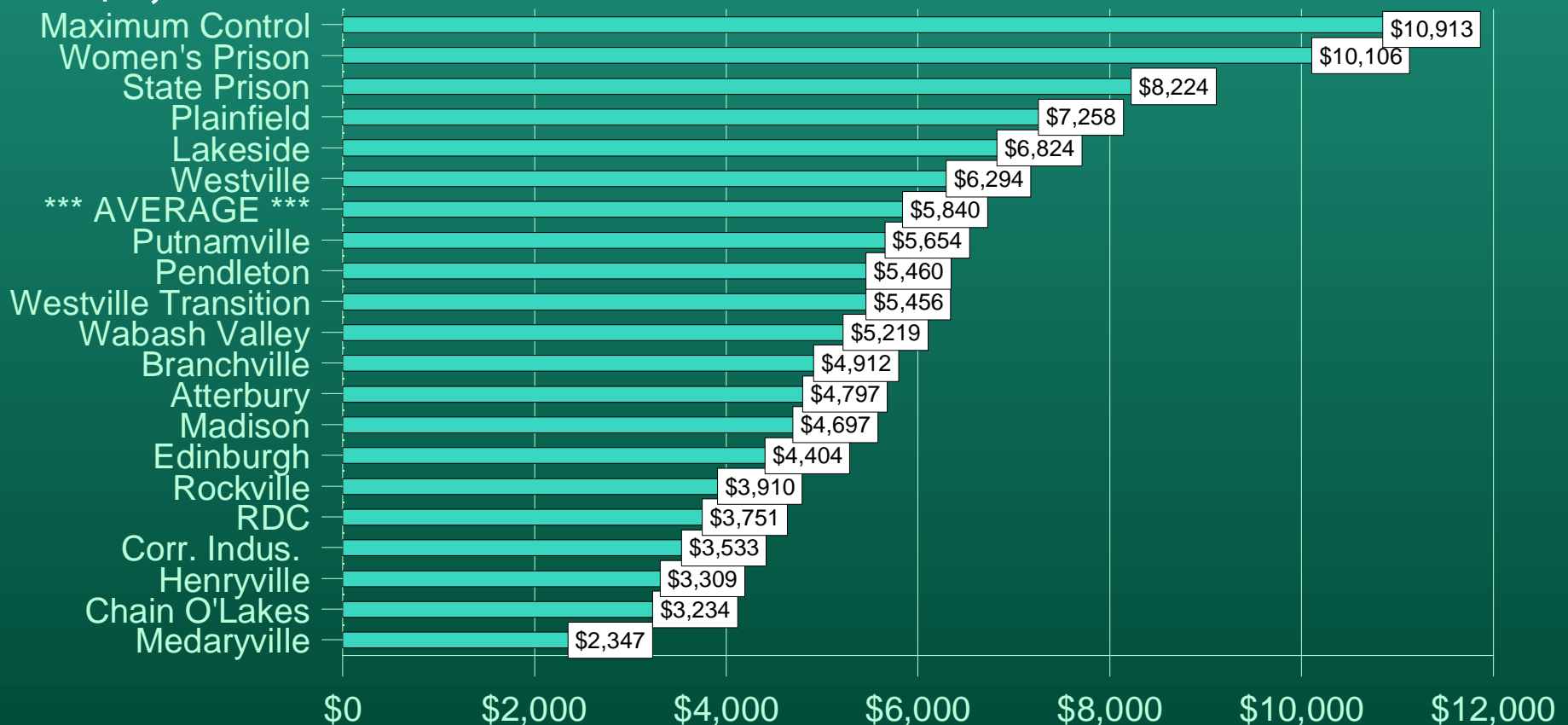
P Overtime expenditures ranged from a low of \$7,244 to a high of \$10,332.



Overtime Expenditure per Correctional Officer By Facility

P The highest was Maximum Control Correctional Facility with \$10,913.

P The lowest was Medaryville Correctional Facility with \$2,347.



Problems with Excessive Overtime Requirements

- P Affects employee retention, morale, and overall job satisfaction.
- P Increases fatigue resulting in accidents, both on and off the job,
- P Increases inmate/staff conflicts and confrontations.

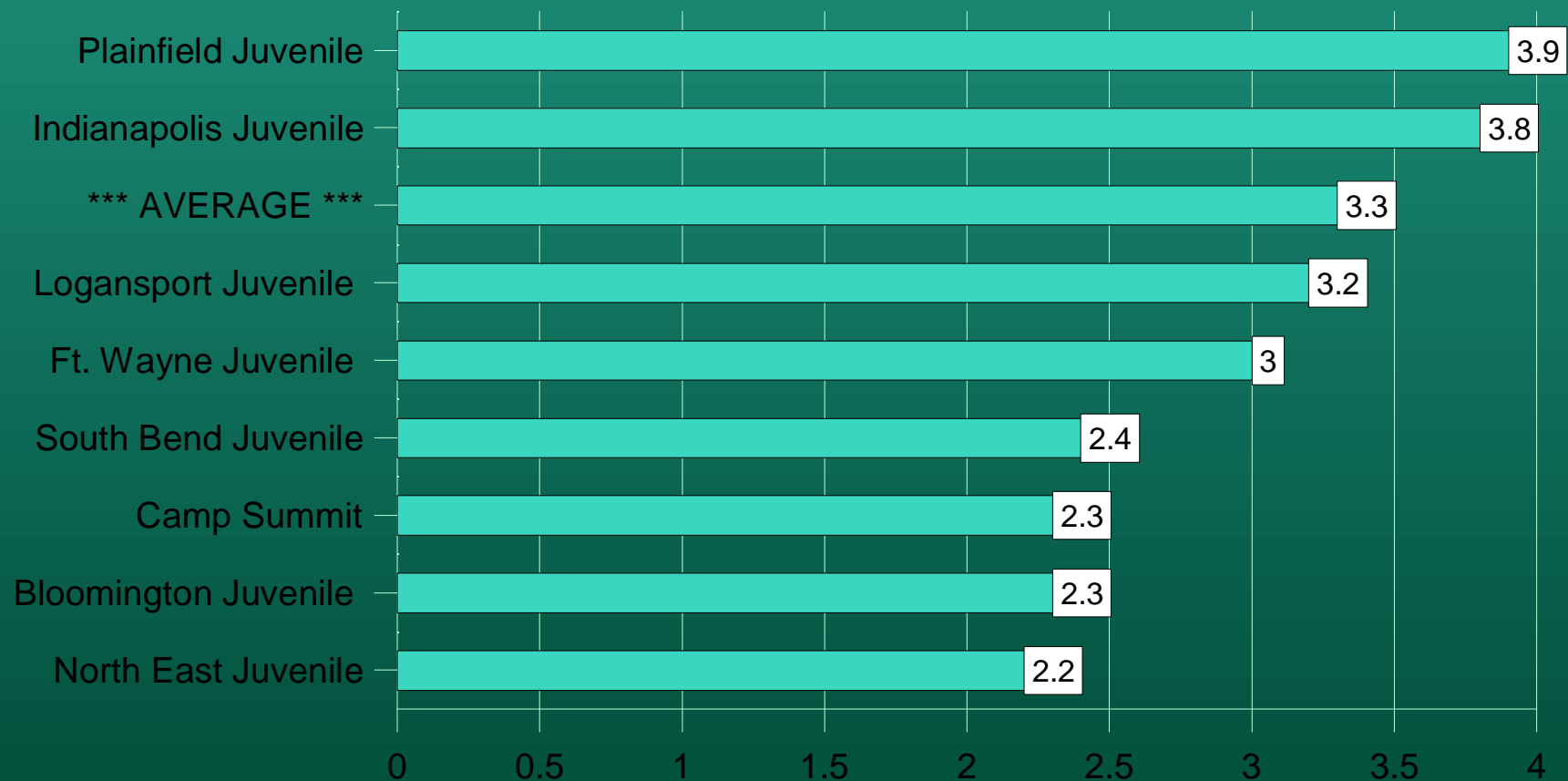
How DOC has responded to Overtime Problems:

- P Facilities now require correctional officers to work 12 hour shift on first day back from two days off.
- P DOC says this policy reduced need for mandatory 8 hour overtime assignments in these facilities.

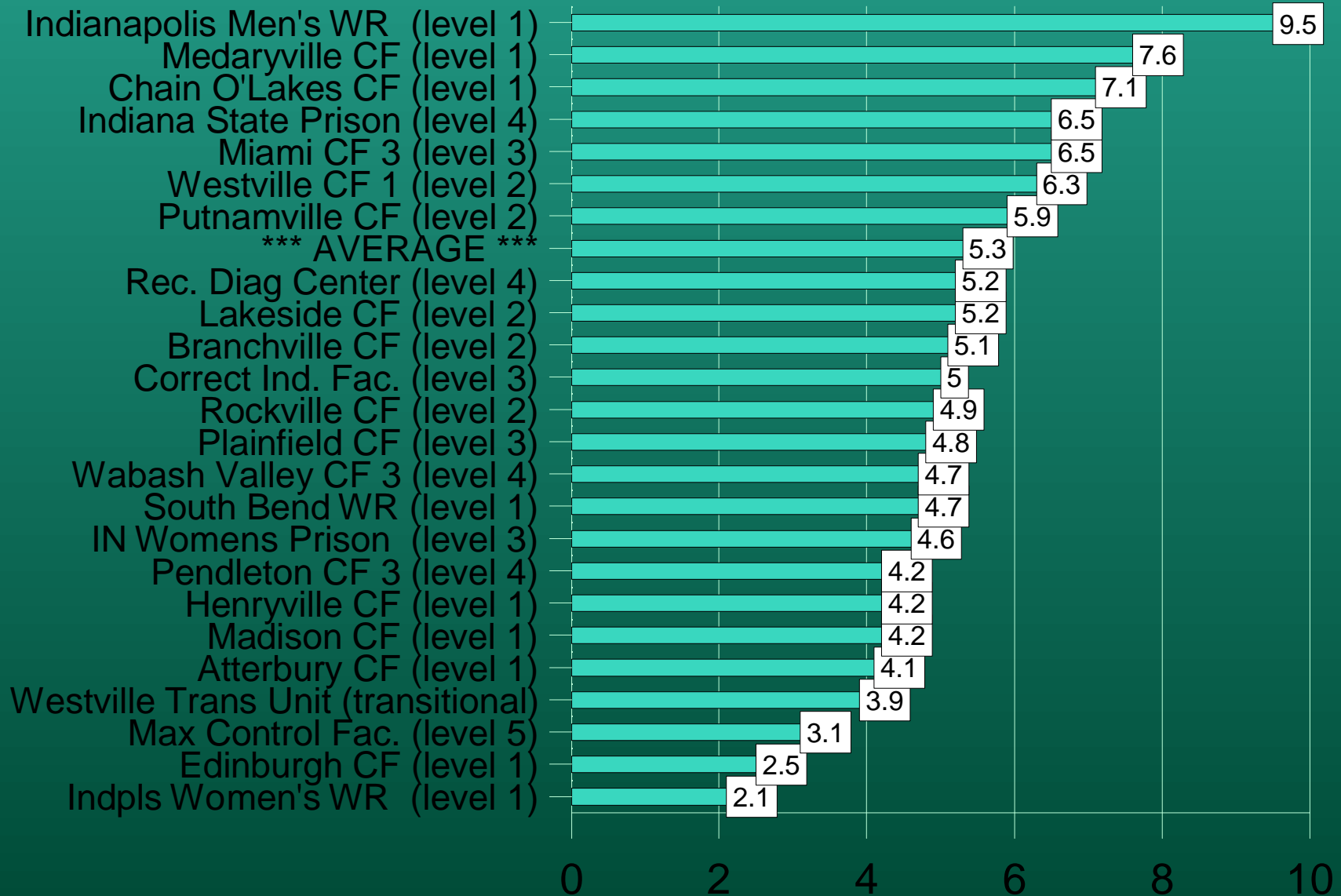
Offender to Officer Ratio

- P Slides show number of offender to officer ratio for DOC facilities in February, 2000.
- P Offender to officer ratio depends on:
 - Facility's physical layout
 - Facility's automation
 - Facility's filled positions

Inmate to Youth Service Officer Ratio in Juvenile Facilities: February 2000.



Inmate to Correctional Officer Ratio in Adult Facilities: February 2000.



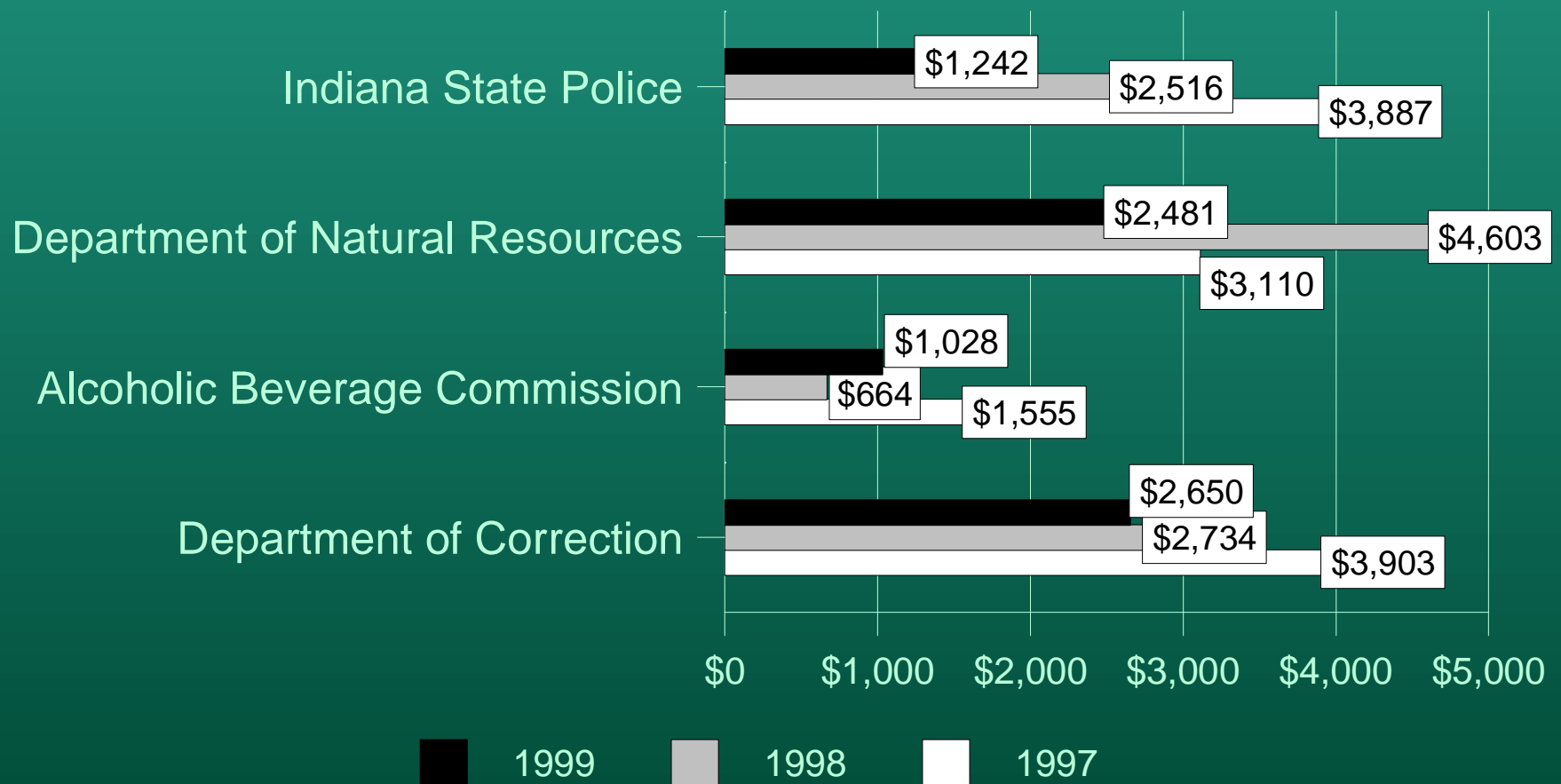
Worker's compensation claims

- P Charts compare average payment for average payment per claim for DOC and three other agencies that deal with criminal elements.
- P Chart also compares incident rate per agency.
- P Note: average payments include ALL staff and not just officers.

Average Payment for Worker's Compensation Claims by State Agency

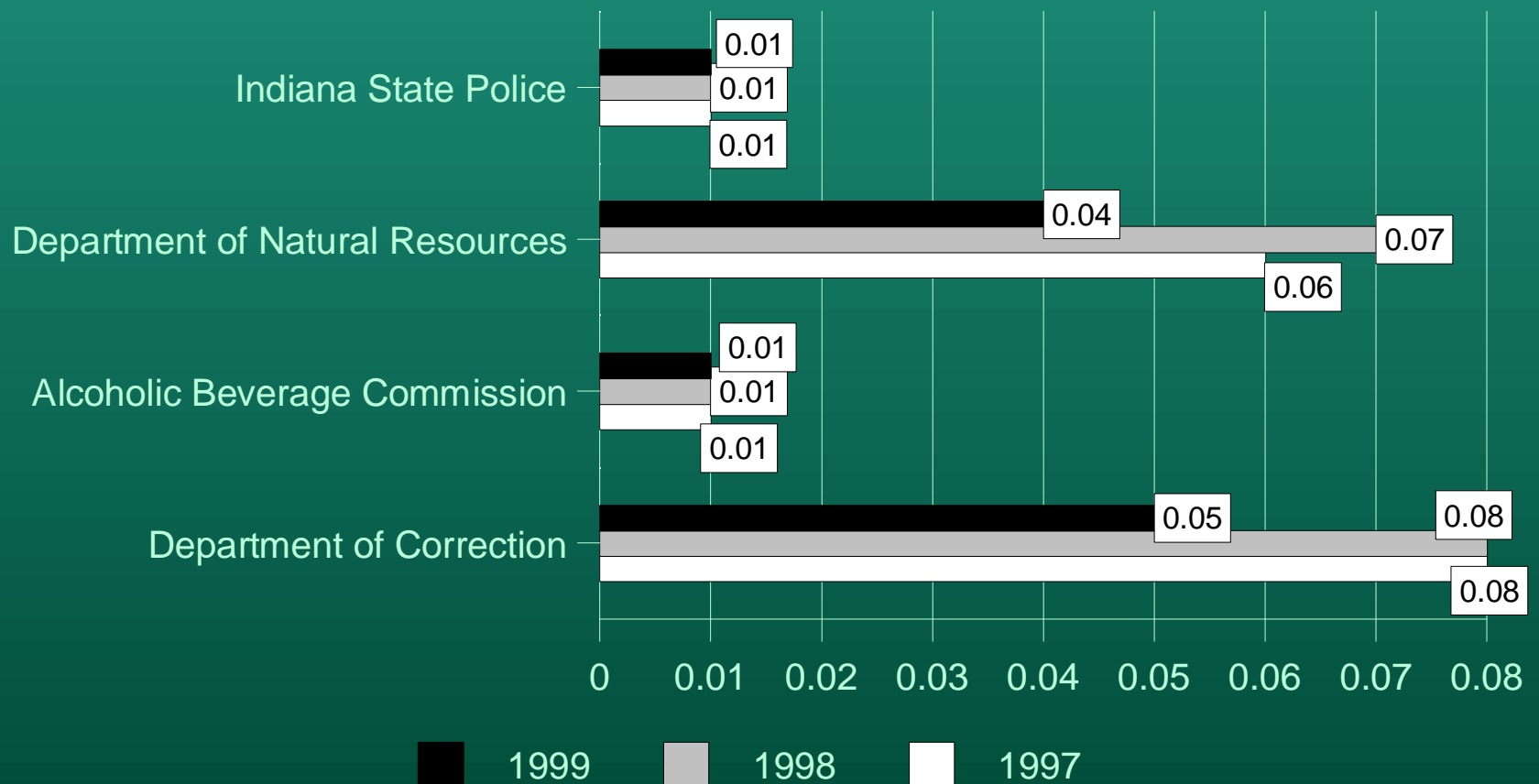
PDOC's claims were the highest in 1997 and 1999.

PDNR's average claim was highest in 1998.



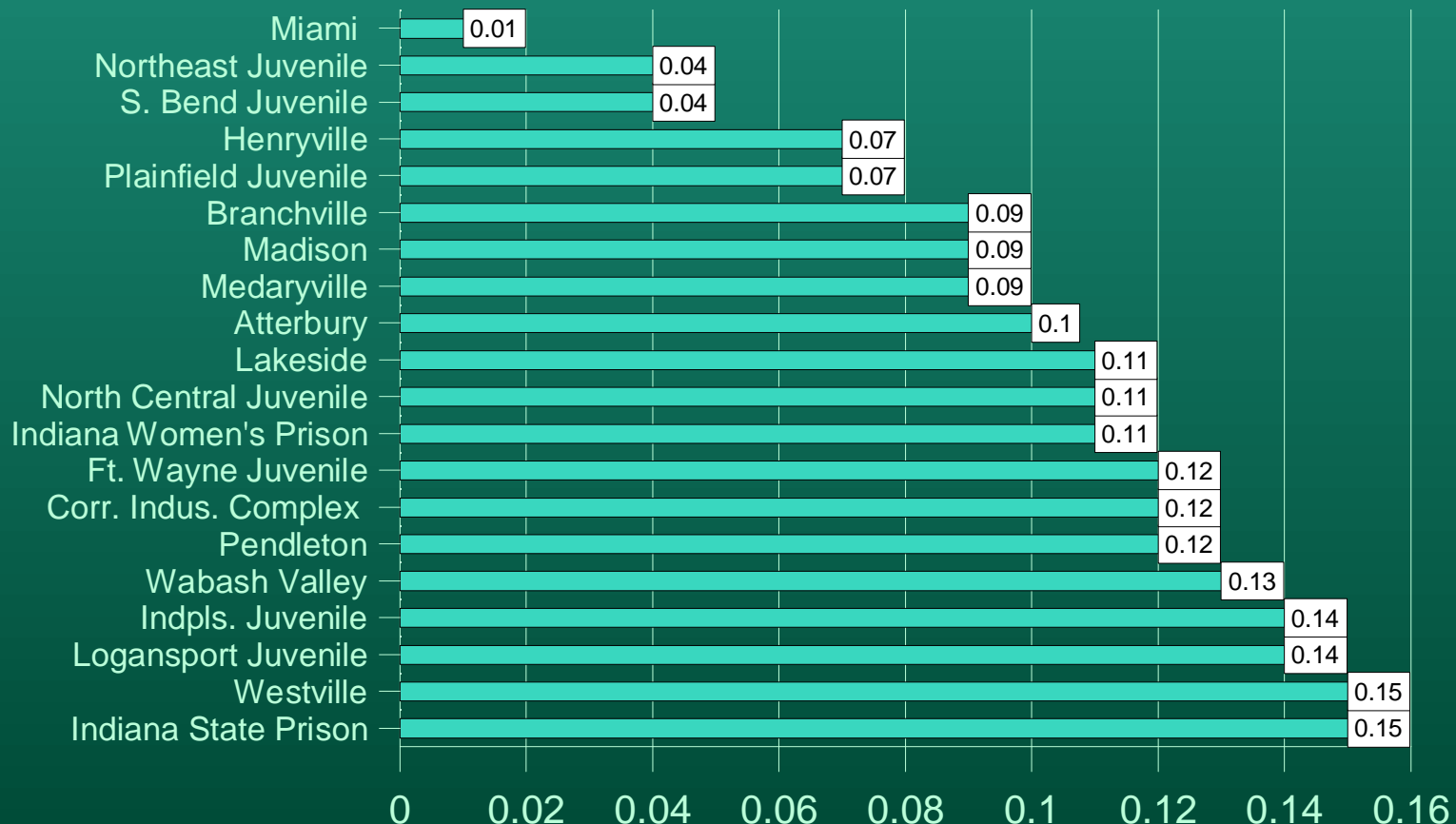
Incident Rate By State Agency for Worker Compensation Claims

P Incident rate for DOC was highest of all four state agencies examined in 1997, 1998 and 1999.



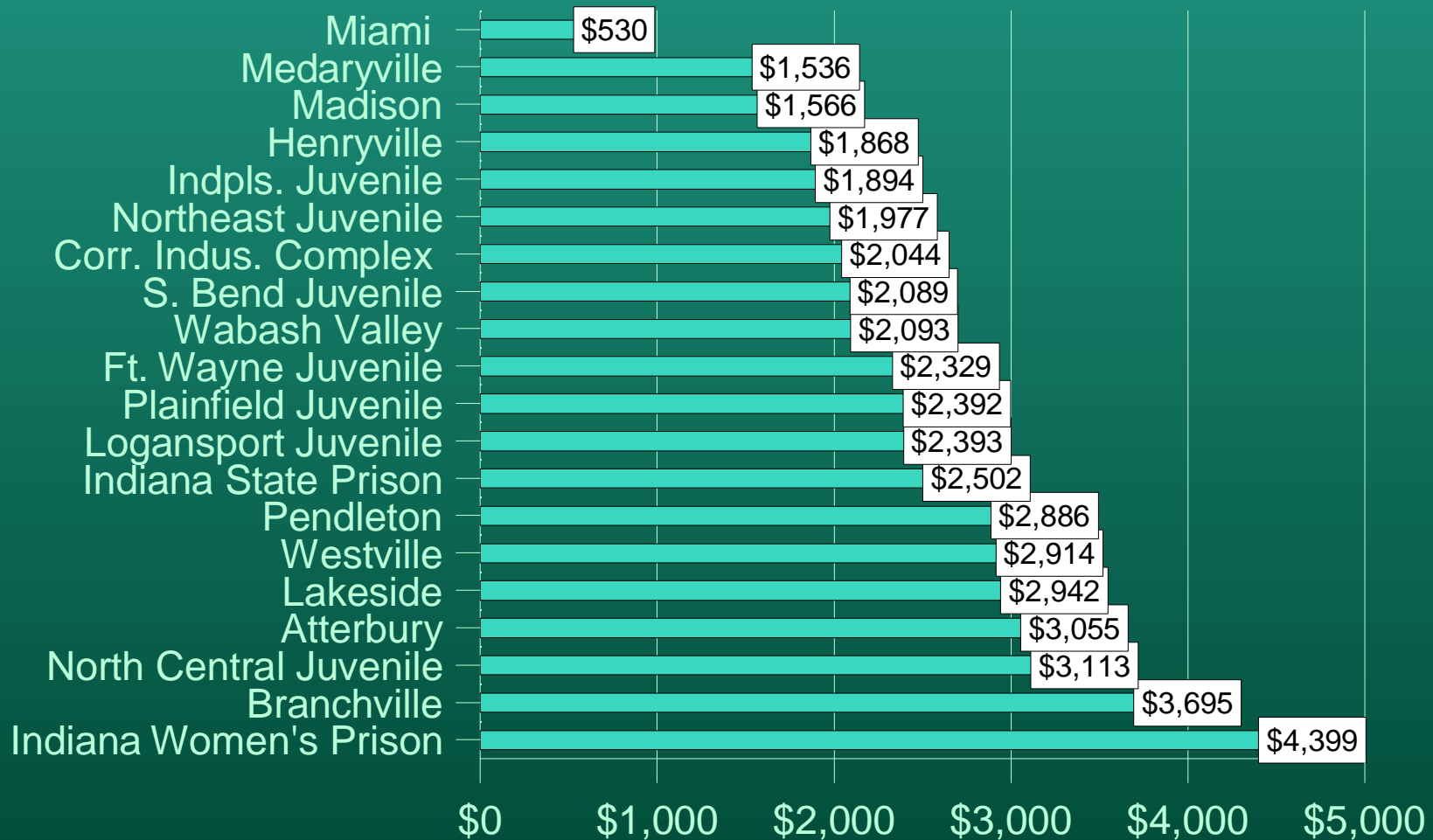
Worker's Compensation Incident Rates Per Position by Facility: FY 1999

- P Incident rates varied by facilities.
- P 13 facilities reported no claims.
- P Highest number of incidents were reported at Indiana State Prison and Westville.



Average Worker's Compensation Payment by Facility: FY 1999

P Facility with highest average payment per incident was Indiana Women's Prison.



Death Claim Records Since 1996

- P Two DOC staff have been killed on the job.
- P Six Indiana State Police officers were killed on the job:
- P One worker from the DNR drowned in 1998.

Assaults on Officers

- P DOC reported 333 assaults in 1997 and 282 assaults in 1998.
- P Thirty to 50% of the assaults required medical attention.
- P Information on the number of reported assaults by facility is shown in Exhibit 38 on page 35 of the report.

Statistical Analysis of Factors Relating to Offender Assaults on Correctional Officers

- P Two variables showed strength in explaining the variation in assaults:
 - Variables representing security level
 - Percentage of facility's correctional officer staff with less than 24 months of experience.
- P This result highlights the significance of training in the deterrence and management of inmate assaults